**What do I really want for this administrator? *Conscious* commitment to strength(s) and *conscious* commitment to change for own professional growth.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Iowa Standard for School Leader** | **Data** | **Questions** |
| **Strength:**  **1)Relationship with the Shenandoah Community**  **2)Relationship with the staff and students**  **3)Creating leaders within staff**  **4)Uses PD to build leaders and create a culture of learning** | **Standard #2**  An educational leader promotes the success of all students by advocating,  nurturing and sustaining a school culture and instructional program conducive  to student learning and staff professional development.  (Culture of Learning) | **~Pres. of SCIA;**  **~Visible with staff and students;**  **~Staff celebrations throughout the year**  **~Championed PD teams across the district**  **~Invited staff to lead roles in district initiatives**  **~Relied on staff to research school wide discipline programs**  **~Set PD to address goals of academic achievement**  **~Open door for communication**  **~Meets regularly with Supervisors, Administrators, Association** | **O – What other evidence would you note regarding building relationships?**  **R – What beliefs and skills have you**  **relied on to accomplish your goals and that developed this strength**  **I – How might you use these beliefs and skills to grow in areas of improvement?**  **D – What steps might you take and how might I help you?** |
| **Growth:**  **1)Stronger relationship with the Shenandoah Community** | **Standard #4**  An educational leader promotes the success of all students by collaborating  with families and community members, responding to diverse community interests  and needs and mobilizing community resources.  (Family and Community) |  | **O – What is your goal for developing a stronger relationship with the community?**  **R – What beliefs and skills noted above could build a stronger relationship with the community?**  **I – How might you use the beliefs and skills noted above to build a stronger relationship with the community?**  **D – What steps might you take to to grow in this area and how might I help you?** |
| **Based on *D* in Growth and/or Strength Area:** |  |  | **Administrator’s Responsibilities:**  **Evaluator’s Responsibilities:** |